

# Exhibit A

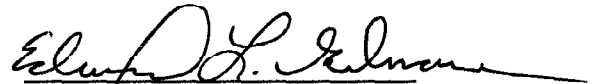


not recall being informed of the 45-day limit prior to this meeting, and I was not otherwise aware of the time limit before the meeting.

8. At that meeting the EEOC counselor assured me that what mattered for timing purposes was the date I had contacted the EEOC to schedule the appointment, not the date the appointment had taken place. The EEOC counselor told me that my initial contact with the EEOC counselor had been timely, and I was allowed to proceed. The timeliness of my initial contact was not otherwise discussed with me before or during any point in the investigation of my claim.

I declare under penalty of perjury that the foregoing is true and correct to the best of my recollection, information, and belief.

Executed on January 13, 2011  
Calumet City, Illinois

  
Edward L. Gilmore